

**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1-3. (Cancelled)

4. (Currently Amended) The method of Claim [[1]] 31 further comprising:  
analyzing a difference between [[the]] a required skill level for the role and the [[actual]]  
measured skill level of the individual; and  
determining if training is necessary to raise the [[actual]] skill level to the required skill  
level.

5. (Cancelled)

6. (Currently Amended) The method of Claim [[1]] 31 further comprising:  
comparing the [[actual]] measured skill [[level]] levels of the individual before and after  
the event occurrence; and  
correlating any difference between the [[actual]] measured skill [[level]] levels of the  
individual before and after the event occurrence with the ability of the individual to carry out the  
defined performance.

7. (Currently Amended) The method of Claim [[1]] 31 further comprising:  
comparing the [[actual]] measured skill level of the individual before and after the event  
occurrence with the first and second actual performance metrics; and  
determining a result of changes in the [[actual]] measured skill level of the individual  
before and after the event occurrence on the ability of the individual to carry out the defined  
performance.

8. (Currently Amended) The method of Claim [[1]] 31 wherein the event occurrence is a  
training event bearing on the actual skill level of the individual and further comprising:

[[quantifying]] measuring a first actual performance metric for the [[defined]]  
performance of a second individual [[associated with the role]] before the training event;  
[[quantifying]] measuring a second actual performance metric for the [[defined]]  
performance of the second individual after the training event, wherein the second individual is  
not subjected to the training event; and

comparing the first and second actual performance metrics of the second individual with  
the first and second actual performance metrics of the individual to determine effectiveness of  
the training event on the actual skill level.

9. (Previously Presented) The method of Claim 8 further comprising:  
identifying an increase between the first and second actual performance metrics of the  
individual and the second individual; and  
indicating an influence other than the training event causing the increase between the first  
and second actual performance metrics of the individual and the second individual.

10-30. (Cancelled)

31. (New) A method comprising steps performed by a computer including

defining a role having a measurable performance and a separately measurable skill, in which an improvement of the skill at least plausibly improves the performance;

associating an individual with the role;

before the occurrence of an event that may increase a skill level of the individual, measuring the individual's skill to determine a skill level and measuring the individual's performance as a first actual performance metric;

after the occurrence of an event, assessing the individual's performance as a second actual performance metric;

analyzing a relationship between the first and second actual performance metrics and the skill of the individual before and after the event occurrence on a computer; and

determining whether the event occurrence increased the performance of the individual based at least partially on the relationship between the first and second actual performance metrics and the skill of the individual.

32. (New) A computer readable medium comprising software for instructing a computer to perform the method recited in one of claims 31, 4, 5, 7, 8 or 9.

33. (New) A system comprising:

a user interface; and

a central processing unit associated with the user interface and adapted to perform the method recited in one of claims 31, 4, 5, 7, 8 or 9.